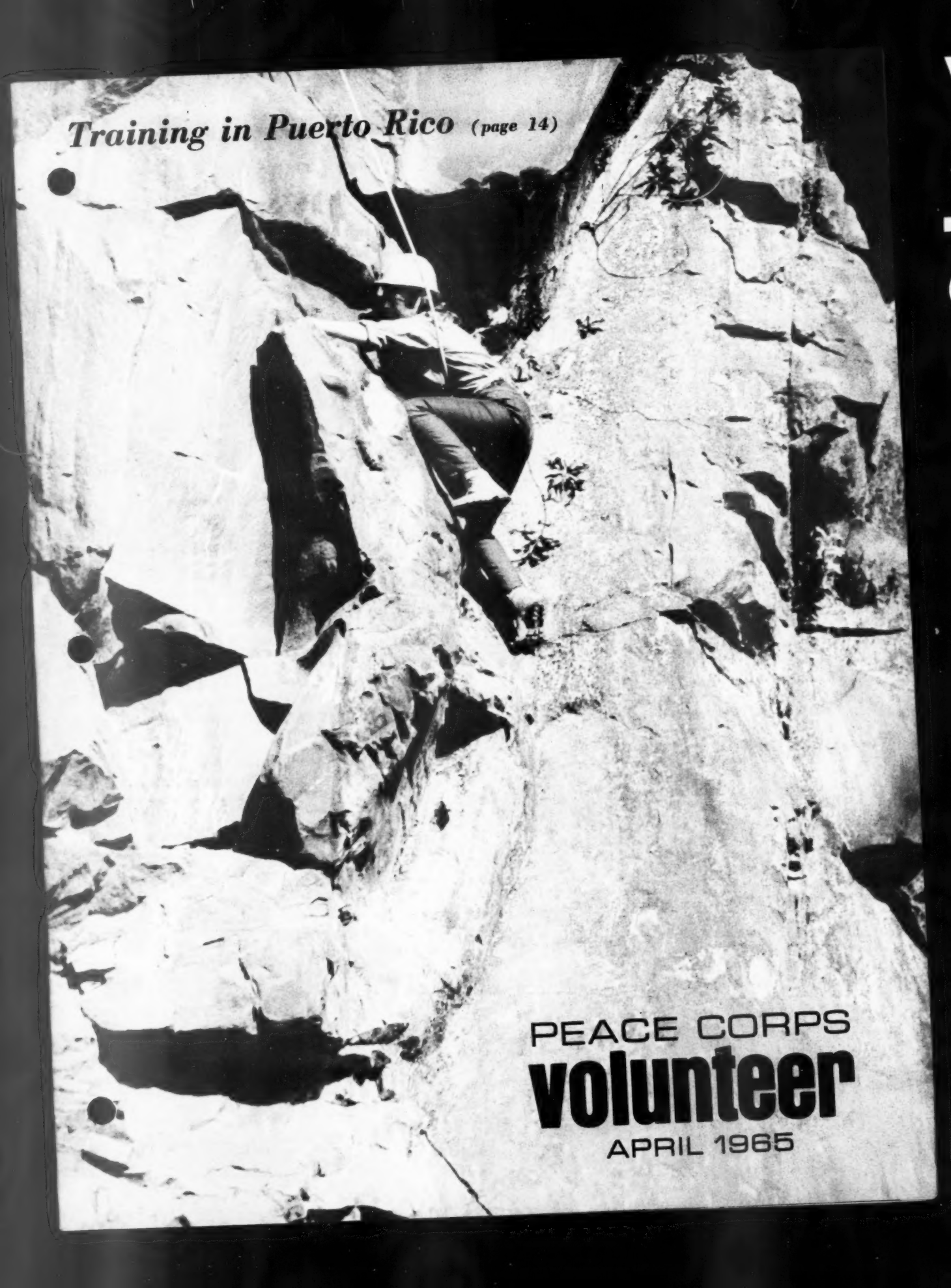
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ANOTHER OPINION

The Problems of 'Re-entry'

The following article is reprinted with permission from Saturday Review:

By Hallowell Bowser

Last month's three-day conference of Peace Corps returnees was a high-hearted, productive, even historic gathering. From all over the country more than 1000 Peace Corps alumni, "returned veterans" of two years' service abroad, came streaming into Washington to exchange reminiscences, to talk about their job futures, and in general to consider the prospect now before them. By the time the conference ended, it was beginning to dawn on even the most grudging onlooker that the Peace Corps veterans—who should number at least 50,000 by 1970—are going to be an inspiring force in our national life.

Unfortunately, the newspapers tended to play up the conferees' fears and doubts, instead of their ebullience and hopefulness. The returnees were, the press intimated, a frustrated, discontented lot, who found themselves all unnerved at being confronted by (as one paper put it) ZIP codes, digit-dialing, pop-top beer cans, and supercilious job interviewers.

Many readers thus got the impression that the State Department's vast auditorium, where the plenary sessions were held, had been transformed by the Peace Corps veterans into a sort of biblical Cave of Adullam, into which entered "everyone that was in distress . . . and everyone that was discontented."

Actually, the atmosphere in the auditorium was one of verve, confidence, and high good humor. In fact, the witty opening speeches by Corps director Sargent Shriver and Vice President Humphrey evoked such volleys of laughter that one middle-aged journalist expressed fear for the building's safety, on the grounds that State Department auditoriums are engineered to withstand everything but laughter.

It soon became evident, however, that this was to be a serious conference, if not a somber one. For, as the speakers pointed out, the Peace Corps returnee is quite a special person in our history. We have never before had among us many thousands of Americans, most of them in their twenties, who have undergone the "cultural shock" of living with the people of unindustrialized countries in terms of intimacy, equality, and spine-cracking, side-by-side labor.

Granted the tonic effect of this overseas service, what did the returnees now intend to do with themselves? How would they find their way back into a culture that is bafflingly complex even for those who have not been away from it for two years?

Such questions enlivened the panel sessions, which were held over the next two days. At these meetings, the returnees talked frankly with guest observers about their feelings on labor, government, the local community, the schools, business, and other aspects of American life.

Most of the observers felt the returnees did indeed have something special to offer, e.g., personal flexibility, empathy with people of different backgrounds, a renewed appreciation of democratic institutions, and optimism about the possibility of change for the better. As one Volunteer put it, "I feel a new ease with immigrant or bicultural communities which I could not have felt had I not served overseas."

The panels also turned up a fine collection of individualists, dissenters, and cross-grain types who not only had black thoughts about the conference itself, but also had black second thoughts about our needing a Peace Corps at all. Inevitably, there were a few corridor orators, one of whom kept complaining, "But it all seems so *strange* after Africa. All these buildings and people—I just can't seem to *connect*." (Which prompted one guest observer to mutter, "Hard cheese, old chap.")

The rebellious note continued on into the last plenary session, during which a determined young woman advanced on the podium at Sargent Shriver's invitation and readministered to Shriver the dressing-down she had already given him and the Corps in private. And in a final display of collective individuality, the "alumni" voted down a proposal that they set up a national returnees' organization; the feeling being that such a group might get hardening of the veins, and end up as a log-rolling, job-exchanging fraternity of conformists.

What emerged from the conference, overall, was the sense that the Peace Corps is causing a remarkable group of people to surface in our midst. Listening to them talk, one could understand President Johnson's comment, "Thomas Hardy said war makes rattling good history, but that peace is poor reading . . . (but) the Peace Corps (has) made the pursuit of peace rattling good history."

In one sense, of course, the returnees are simply healthy young Americans who look, as John Mason Brown once said of Helen Hayes, "radiantly average." In another sense, they are quite exceptional, for their very special sort of life among other peoples has given most of them a stereoscopic, in-the-round view of their country's institutions that many a politician or sociologist will envy.

At the very least, therefore, the Peace Corps returnees constitute a fine labor pool for any school, business, or government agency in need of people who are at ease in the intercultural dimension. And at their best the returnees are a benevolent army, equipped to challenge our most basic ideas and institutions and force them to ever higher levels of excellence.

Anyone who doubts their determination should consider these words, written by Peace Corpsman David Crozier in a letter mailed to his parents just before he died in a plane crash, "Should it come to it, I had rather give my life trying to help someone than to give my life looking down a gun barrel at them."

□ □ □

A noted television commentator took a different view in his syndicated newspaper column:

By Eric Sevareid

The eternal law that problems will appear in direct ratio to the number of people available to look for them seems nicely borne out in the current fuss about the spiritual maladjustment ("cultural shock") of the returning Peace Corps boys and girls who see their own country through different eyes, are bored with the trifling concerns of affluent life, depressed that their inner revelations are not shared,

(Continued on last page)

Donovan McClure

New Associate Director

Donovan V. McClure, Peace Corps Director in Sierra Leone since August, 1963, has been named Associate Director of the Peace Corps for Public Affairs.

In duties directly responsible to Peace Corps Director Sargent Shriver, McClure will assume administration of the agency's information and recruiting programs next month. He succeeds Charles C. Woodard Jr. of Hastings-on-Hudson, N.Y., who is returning to The Westinghouse Broadcasting Company after a two-year leave of absence.

As Associate Director for the Office of Public Affairs, McClure will supervise the activities of the Divisions of Public Information, Recruiting, Public Affairs Support, and the Office of Congressional Liaison.

Before going abroad in 1963, McClure served as Deputy Director of Public Information for the Peace Corps and was detailed for six months as director of public information of the President's Study Group for a National Service Corps. He came to the Peace Corps in 1961 as an information officer.

A native of Parkersburg, W.Va., he holds a B.S. degree in journalism granted in 1950 by the University of West Virginia. He began his career that year as a reporter for the Parkersburg *Sentinel,* then served two and a half years as an Air Force public-information officer. From 1953 to 1958 McClure held positions as news editor for station WSAZ-TV in Huntington, W.Va.; columnist for the Charleston, W.Va., *Daily Mail;* reporter for the Akron, Ohio, *Beacon Journal;* and associate editor of *Tracks Magazine* in Cleveland.

From 1958 until his first Peace Corps appointment, he was assistant city editor of the San Francisco *Chronicle* and also worked as public-relations consultant for Keating Associates in San Francisco. He is married to the former Margaret Louise Whalen of Medina, Ohio, and they have two children—Karen, 6, and Casey, 4.

'If we as enlightened people . . .'

"Apathy, ignorance, and disorganization are the things we want to eliminate in co-operatives, community development, education, and in all of the areas in which we work. Clearly no Volunteer can hope for absolute success, nor can he even expect limited success to come easily. In many ways the life of the Volunteer who sincerely seeks to effect progress is miserable. That may not seem to be a very hearty recommendation for the Peace Corps, but if we as enlightened people ignore the moral and economic poverty of the unenlightened, we really slight the challenges and needs of the modern world."

—Robert Rupley, from a letter to a friend, Jan. 28, 1965. Rupley, a former Volunteer who became a staff member, died Feb. 19 in Caracas, shot by police who mistook his vehicle for one driven by terrorists.

Volunteers Leave Indonesia

Peace Corps programs in Indonesia, begun in May, 1963, will be suspended at the end of April by mutual agreement between the United States and Indonesia, it was announced April 15.

A statement issued by Indonesian President Sukarno and Ellsworth Bunker, a special envoy of President Johnson, said the two governments agreed "that in light of the current situation, the Peace Corps should cease operations in Indonesia."

Most of the 25 men and 5 women who have been working as physical-education instructors (one has been working as an English teacher) in Indonesia will be reassigned in African and other Asian countries. Half are scheduled to complete two years of service in October, 1965, and the remainder in August, 1966.

Of the first group of 17 Volunteers to Indonesia, which entered training in February, 1963, and went abroad that May, 16 have completed service and returned home; one extended her tour past the initial two-year commitment. Until now, no Volunteer has left Indonesia short of a full term of service.

West Indies Project

The Peace Corps will expand its activities in the West Indies this fall with new education projects in the islands of Barbados and St. Lucia. About 25 Volunteer teachers will go to Barbados and 18 to St. Lucia following a summer training program at Lincoln (Pa.) University.

A Peace Corps Representative will administer activities in both British colonies from Bridgetown, the capital of Barbados. Fourteen vocational-education Volunteers are now in nearby St. Lucia; 14 others have completed service there. The St. Lucia project has been under supervision of Heifer Project Inc., a worldwide nonprofit organization that offers livestock and agricultural assistance to developing countries.

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The Conference: Ex-Volunteers Talk It Over

Vice President Humphrey speaks at the opening session of the conference.

For many, it was a define-it-yourself conference. As one bemused observer put it, "The purpose of the conference seems to be to define the purpose of the conference."

This uncertainty about the aims of the gathering, held March 5-7 at the State Department in Washington, carried over into workshop sessions, where invited guest participants seemed often to be operating under one assumption, while ex-Volunteer conferees went forward under another.

Whatever the purpose of the meeting, the "returnees," as Peace Corps parlance terms them, lived up to the reputation Peace Corps Volunteers seem to have of being free-swinging critics, holding few taboos and fearing no sacred cows. Writing in *The New Yorker,* Richard Rovere said the conference "must have been the most informal as well as the liveliest gathering ever to have taken place in that ungainly pile of concrete in the heart of Foggy Bottom."

Plans for the conference were conceived and executed on a crash basis in comparison to groundwork for most gatherings of such size. The first planners' meeting was held in late January, four short weeks before the meeting was set to take place; the original date for the conference was the last weekend in February, picked to coincide with the anniversary of the March 1, 1961, Executive Order that created the Peace Corps. The date was moved back a week when it became apparent that even Peace Corps bravado couldn't bring it off that soon.

As the planning for the conference moved along, it became quickly apparent that there were more than a few skeptics, including several high Peace Corps officials in Washington as well as a number of former Volunteers on the headquarters staff, who doubted the premises of the conference and the possibilities for any substantial results. But a dedicated group of pro-conference people, composed largely of former Volunteers and staff members Betty Harris, former Deputy Associate Director for Peace Corps Volunteers, and Harris Wofford, Associate Director for Planning, Evaluation, and Research, worked overtime hours from a special conference center set up on the second floor of the headquarters building. In a few weeks they managed to send out several mailings to more than 3300 returned Volunteers, invite hundreds of guest participants, schedule and arrange space for the meetings, set up housing and transportation facilities, and — most importantly — round up a roster of contributors to offset the considerable cost of the gathering, which was not financed at the Government's expense.

Cocktails and Ice Carvings

The conference's benefactors included The New World Foundation, the Carnegie Corporation, I.B.M., United Artists, Kaiser Industries, the Kettering Family Foundation, and many more (a complete listing of contributors appears elsewhere in this issue). Volkswagen dealers of the Washington, D. C., metropolitan area donated buses to transport conferees to and from the conference, hotels, and social events; Pan American Airways sponsored an awesome buffet supper, complete with cocktails and ice carvings, in the State Department's elegant 8th-floor ballroom for the more than 2000 first-nighters; and the National Broadcasting Company installed a closed-circuit television system so the overflow crowd at the opening session in the North Auditorium could watch the program in the nearby International Conference Room.

First speaker at the Friday evening opening meeting was Gary Bergthold, a former Volunteer who served in Ethiopia as a teacher and is now on the Peace Corps Medical Division staff. Bergthold was chairman of the conference committee that read and tabulated the questionnaires sent in by more than 2000 ex-Volunteers.

Of the 3300 questionnaires sent out, 2300 were returned, Bergthold observed; "Elmo Roper couldn't believe it," he said. "This tremendous response, plus the fact that 90 per cent of those who replied said they wanted to attend this conference, shows the degree of interest with which it begins," Bergthold said.

"The first thing that becomes clear is the remarkable diversity of opinion among returned Volunteers. The greatest agreement on any one question was less than 15 per cent. As a matter of fact, Volunteers do not wish to be categorized in any way and when one of the questions asked how their resources could be harnessed, the most common reply was

that *harnessing* was the last thing they wanted," he said.

Highlight of that first evening's program was a long (90 minutes) speech by Vice President Hubert Humphrey, who departed from a prepared text more often than he adhered to it. He managed to keep the large audience engrossed with engaging humor and a serious recitation of the potential for former Volunteers in the United States today.

At one point during Saturday's plenary meeting Peace Corps Director Sargent Shriver made room for a dissenter—Ruth Whitney, a former Volunteer who served in Ghana.

'We Shouldn't Ask for Help'

"When I heard of the conference, I thought it was a bad idea," she said. "I haven't thoroughly changed my mind yet . . . Why I thought this conference was wrong, and what I think is wrong with the Peace Corps, is that we are . . . promoting the idea that the Peace Corps is something special, and that the Volunteers are something special. And therefore when we come back, we've had a special experience, deserve some special privileges . . . in helping find a job . . . The idea of this conference seems to tell me that Mr. Shriver thinks we have to get together and talk about our special privileges, and I think this is wrong . . . 'Help People Help Themselves' is the motto of the Peace Corps. Well, we should be helping ourselves, and we shouldn't ask for any help from the Peace Corps."

Others voiced similar sentiments. Blair Butterworth, a Volunteer in Ghana now working with the Department of Commerce, wrote a conference paper titled "The Well-Motivated Volunteer," in which he said:

"The Volunteer returns home with expectations of employment that the agencies and the Civil Service Commision consider unrealistic. In general, the Volunteer wants to be involved in policy-making as well as just administration. He not only wants the same intensity of challenge as he had overseas, but he wants to be in the same kind of leadership role. He is told that this is not possible."

Noting that some ex-Volunteers displayed an attitude toward employers of "Well, I'm here—what can you do for me?" Butterworth said, "Maybe the Volunteer's case has been oversold and overstated. Maybe too much has been said of the 'new resource' and not enough of the 'potential.' Maybe this Volunteer is just a well-motivated amateur . . . If the Volunteer wants to 'lead' at home, he must gain the credentials that this society demands," Butterworth said. "This might mean the dull routine of job-training, the experience of working up through the ranks, or most likely the continuation of his formal education."

The former Volunteer can still play a vital role in the community, Butterworth observed—"not as glamourous as the one he had overseas. But it is one which he learned to value overseas—the role of the enlightened citizen."

The basic question, Butterworth said, is this: "Is the Volunteer prepared to 'retrain' for American society? Will he keep his motivation while he is gaining his expertise or will the long climb upward prove too much?"

Although the question of former-Volunteer "readjustment" was termed an over-rated issue by many, it was uppermost in the discussions of many workshops and in informal conversations at the conference. The issue was heightened by accounts of the conference that appeared in newspaper stories, emphasizing problems of coming home again and dramatizing them as "The Re-Entry Crisis" (the actual title of a *Life* article published in March). Most returned Volunteers derided such reports.

The Source of Discontent

Although many of the remarks at the conference, including some prepared speeches, were given with typical Peace Corps informality that sometimes seemed studiously graceless, there were moments of eloquence. Roger Landrum, who taught English and African literature at the University of Nsukka in Nigeria and became a Peace Corps training officer after termination, gave the conference his view of the role of the returned Volunteer:

"The world is changing faster than at any other time in the history of civilization. This is the source of our discontent. Only if America keeps a Jeffersonian spirit of adaptation, and keeps a vital link with the continuing social revolutions of man, will we meet our responsibilities. Every American institution should be a leader —not an antagonist—in building a peaceful community of man. This is the agenda we seek for our Nation . . . I would like to say for my fellow Volunteers that, after two years overseas, we are still less interested in what America can do for us than we are interested in what we can do for

Supreme Court Chief Justice Earl Warren greets Volunteers and special participants in State Department's North Auditorium.

Name-tagged guests enter State Department's lobby before buffet supper.

America and the Family of Man."

One idea discussed at the conference was that of forming some sort of Peace Corps Volunteer alumni association. Enthusiastic proponents called a meeting to consider the idea and were met with nearly unanimous opposition. "We don't want to become known as the 'Veterans of Foreign Non-Wars,'" one ex-Volunteer said. Those who opposed the idea said they thought Volunteers coming back should join existing organizations and work "from the inside," rather than form separate groups composed exclusively of one-time Peace Corps Volunteers.

'Special Persons' or Not?

It was finally proposed that the Peace Corps make available to ex-Volunteers the names and addresses of other returnees on a regional basis so they might get together independently.

At the end of the conference, after the workshops had concluded and their reports had been presented, Bill Moyers, former Peace Corps Deputy Director and now one of President Johnson's primary assistants, came forward to accept the reports for the President.

Speaking of the "free spirit of discussions that have taken place here," Moyers said, "As I have listened to these reports I have seen that the apparent contradictory nature of the Peace Corps continues to manifest itself. Never has any agency in Washington so consistently undergone psychoanalysis on a public couch and never have so many individuals in the history of our society so consistently exposed their neurotic tendencies in public like Peace Corps Volunteers have done. Frankly, I think that is indeed one of the fundamental reasons for the success of the Peace Corps . . ."

Turning to the question of whether Volunteers were "special persons" or not, Moyers said, "You are special citizens . . . because you are volunteers and a volunteer in a free, democratic society is a person who by a conscious act of his or her will has left the ranks of bystanders and of spectators and become a participant . . . If you begin to think you are average then my only advice to you is to go back to your split-level home, turn on your television, drink your beer; somebody else will come up to serve in the Peace Corps."

The Virtue, the Prowess

Speaking of the "contradictory discussion" he found revealed in the conference reports of whether the conference was too domestically oriented, and whether returned Volunteers should "think primarily in international contexts," Moyers said:

"The problem of building the Great Society is like the problem the Peace Corps faced four years ago—the problem of the individual who takes himself lightly historically no matter how bloatedly he takes himself personally . . . The problem of an individual who has no real awareness of the millions of bricks that had to be put into place one at a time over a period of centuries in order for him to live in the house of freedom. The problem of an individual who has no comprehension of the multiplying influence of single but sovereign units in a free society. This is the beginning of the Great Society — the individual who takes himself seriously. So this contradiction between whether we should be domestically oriented or internationally oriented is not a contradiction. Every thinking man in government will tell you that the time has ceased to exist when we can separate our foreign policy from our domestic nature."

The secret of the Peace Corps, Moyers said in examining the "contradiction between idealism and pragmatism" he found in the reports, is that it is "unabashedly altruistic in motives but unashamedly skilled in the techniques of social and political problems . . . What you have to have as an agency with these kinds of motives and what you have to have to succeed when you return to this country is the virtue of Joan of Arc and the political prowess of Adam Clayton Powell.

"Those of you who go back into your society thinking that ideas alone will transform the arena in which you serve will be frustrated. Ideas are great arrows but someone has to have a bow. And politics is the bow of idealism. Whether you go into the bureaucracy of the Government, whether you come into the bureaucracy of the Peace Corps . . . whatever bureaucracy you get in, be determined to be the most effectively determined politician —but don't forget the cause to which you are dedicated."

At the end of the conference, after a weekend filled with reunion parties, dinners given for conferees by prominent Washington residents, and dawn-to-dusk meetings at the State Department, the consensus among former Volunteers seemed to be that it was all worthwhile, but few would list the same reasons for the success of the hastily planned event.

No 'Blueprint-for-America'

For some it was the confrontation with the "names" from many areas of U.S. society—business, labor, entertainment, education, government. Newton Minnow, Elmo Roper, George England, Harlan Cleveland, Oscar Lewis, Esther Peterson, Burke Marshall, Richard Rovere, Victor Reuther, Sander Vanocur, Adam Yarmolinsky, Ray Scherer—the list of "special participants" contains several hundred names, many who attended the conference with as little as one-week's notice.

For others, it was the renewed sense of identification and inspiration the highly charged three days had given them—the meeting of minds and the animated disputes, but largely the experience of once again coming in contact with a large number of the similarly inclined — politically, socially, and philosophically.

Workshop Reports

No "blueprint-for-America" goals emerged from the conference, as some of the more imaginative conference-planners had perhaps hoped, but there seemed to be a solid satisfaction among most conferees that it had all happened, and many voiced the hope that more conferences of the sort could be held in the future—one suggestion which gained support was that regional conferences of former Volunteers be scheduled periodically, bringing together leaders from many fields with returned Volunteers from the region.

In late April, members of the conference staff were still turning out written reports from the eight workshop sessions, gathering and preparing the mass of material accumulated during the busy weekend. A Peace Corps booklet presenting the conference material is planned for issuance sometime in late May or June. Volunteers desiring the publication are asked to await further notification of the booklet and of information on distribution—not to write Representatives or Washington in advance.

Within the general theme of the conference—citizenship in a time of change—three areas were selected for emphasis: equal rights, the war on poverty, and international understanding. Discussions were divided into workshops on the following aspects of American society: the local community, primary and secondary schools, universities, business, labor, government, international service, and foreign students.

The larger-than-expected attendance caused the workshops to be subdivided into 22 sections, and the conference's sessions spilled over from the State Department into rooms of the nearby Department of Interior and General Services Administration buildings. Returned Volunteers and special guest participants met together for almost 10 hours of the conference weekend. Working papers, prepared and distributed in advance, helped guide the workshop discussions.

Reporters assigned to each group gathered comments and proposals to compile the final reports that were presented to the President and accepted by aide Bill Moyers in the final Sunday afternoon assembly. The following is a brief summary of the reports:

INTERNATIONAL SERVICE

A major topic of discussion in the four International Service workshops was best articulated by a returned Volunteer, who said: "The problem with most U.S. overseas assistance operations is that their technical knowledge far exceeds their ability to communicate." Workshop members favored establishing "communication generalists" in the structure of foreign-assistance programs to complement the work of technical experts in carrying out projects in the field. They proposed to the President and Congress that legislation be initiated to permit the U.S. to participate in the "associate expert" program of the United Nations and to establish a similar program within the Agency for International Development.

Peace Corps staff members join popular folk singer Harry Belafonte in a discussion during a conference break. Belafonte serves on the Peace Corps National Advisory Council, which has as chairman Vice President Hubert Humphrey.

All groups expressed concern for the need of closer co-ordination between the Peace Corps, A.I.D., and the State Department in the various overseas posts. To the surprise of some, the Peace Corps received the lion's share of blame for lack of cohesion — for building a prejudice against other American agencies during Peace Corps training.

The Foreign Service was criticized for over-emphasizing American institutions and history in its entrance examination. One special participant said that effective Volunteers may not make good Foreign Service Officers since the functions of the two branches properly differ: one serves the U.S. and the other goes abroad to assist a host country.

Returned Volunteers voiced a sense of obligation to inform Americans of "what it's like overseas"—the life and culture of other peoples—as well as to stimulate more world awareness and empathy for the peoples of emerging nations.

GOVERNMENT

In the Government workshop, participants engaged in lively debate over whether the Federal agencies wanted to hire returned Volunteers or not. Most felt that the Government did not particularly want to employ them and that they had been misled on this score by literature sent out by the Peace Corps. Many ex-Volunteers recorded failure in following up career opportunities listed in THE VOLUNTEER, either because they were not qualified for the jobs, or because the jobs were not what they were purported to be.

Other returned Volunteers suggested a post-termination briefing, on a voluntary attendance basis, whereby new returnees could learn the realities of job and career opportunities in the United States.

Both Volunteers and special participants stated that no special efforts should be made to get former Volunteers into Government service. Ex-Volunteers spoke of the irony of receiving more help in finding their way in their own country than they were given overseas. "If we are as good as we *think* we are, we will not *need* any assistance, and if we are not, we don't deserve any," was the way one returnee expressed the point.

At the same time, two-thirds of the returned Volunteers favored the special non-competitive entry into Federal service, after passing the Federal Service Entrance Examination, that is now available to them, and some even spoke of extending this privilege longer than one year to make it available to those Volunteers who return to school after service.

Among the new ideas proposed in the Government sessions were:

- U.S. sponsorship of a free world youth festival.
- Formation of a United Nations' university.
- Initiation of exchanges of middle-level U.S. officials with counter-parts in other governments.

Taking part in a Labor workshop are (from left) Ray Hackney, Victor Reuther, and Gus Tyler, labor leaders; and Jules Pagano, a Peace Corps staff member.

LOCAL COMMUNITY

Discussions in the Local Community workshops revealed that many returned Volunteers were already involved in a broad spectrum of activities at the local community level. About half of the group said their involvement was both challenging and satisfying. Others claimed few opportunities were available for meaningful service and stated impatience with existing social-service agencies and institutions and their resistance to attempts to innovate and co-ordinate efforts.

Outside participants said that the returned Volunteers seemed loath to concern themselves with long-range goals, but tended rather to focus on immediate opportunities for community involvement. They also noted that the returned Volunteers were rather self-critical and tended to set unrealistic goals for themselves.

For their part, the ex-Volunteers expressed a determination to involve themselves directly with people in need and to move into the structure of American society at a level at which they can be fully effective and influential. They said that applying the human-relations skills that they acquired overseas is a matter of learning how to deal with particular American conditions and recognizing the universal culture of poverty.

Volunteers were encouraged to apply, with determination and patience, the analytical techniques used abroad to the task of understanding and manipulating institutions here at home.

In the discussion, returned Volunteers determined to make their influence felt, but sometimes collided with the insistence by "the establishment" that they demonstrate their competence first and devote more time to gaining understanding and sophistication of American local conditions, particularly political factors.

The Local Community workshop advanced the following proposals:

- Returned Volunteers should consider and investigate the opportunities for service at the local level in the efforts to combat American poverty through the VISTA and Community Action programs.
- Returnees in urban areas should assist local neighborhoods by representing their interests before public and private agencies.

Guest participants in an International Service workshop include (counterclockwise from right) Nicholas Raschevsky, mathematician with the University of Michigan Mental Health Research Institute; Harlan Cleveland, Assistant Secretary of State; Roger S. Kuhn, Director of Volunteer Support, Peace Corps; and Chester Carter, State Department Deputy Chief of Protocol.

• Ex-Volunteers in rural areas should help in finding solutions to the problems of migrant farm laborers and the related plight of foreign nationals imported to work in American agriculture.

• Service organizations should establish internship programs that would enable returned Volunteers to work within the field for a limited time and learn more about social action, and its realistic, applicable techniques.

PRIMARY AND SECONDARY EDUCATION

Two hundred returned Volunteers met with fifty educators in four workshop sections to discuss their joint responsibilities in meeting the challenges of modern education.

Most ex-Volunteers chose to effect change within the framework of existing educational institutions, preferably as individual teachers within experimental programs and projects. They cited the possibility, opportunity, and value of educational activities outside the classroom and the impact these activities can have on the formal-education system. At the same time, the Volunteer was invited to seek among school boards, P.T.A.'s, and other civic groups a re-examination of the fundamental aspects of the educational system and its flexibility in accommodating the students who don't fit into the system designed upon values not necessarily theirs.

Most participants said that it was neither necessary nor desirable for states to grant automatic teaching certification for Peace Corps teaching service. Instead, transitional programs and other assistance should be provided to aid the non-certified returnee in acquiring necessary skills without eroding his enthusiasm.

A group of former Volunteers now teaching urged that efforts be made for curriculum revisions and additions, such as the introduction of more meaningful units on Asia and Africa in world history courses, and the study of peoples in other cultures in earlier grades.

BUSINESS

The Business workshops' members discovered a lack of communication and business orientation in the Peace Corps and in the Volunteers' relationship to the business community. Participants recommended that an information clearinghouse, privately funded, be established to supply U.S. companies with data on the returning Volunteers whose pre-Peace Corps experience, training, and overseas situation would most likely match the needs of the individual organization. It should also supply information on what the Peace Corps Volunteer has to offer in general and where he can best be utilized, and inform U.S. companies of overseas small-to-medium business opportunities.

Peace Corps training programs should develop some business-oriented facets: What U.S. businesses are in the country of assignment? How have they been accepted? How deeply are they involved with the society? If they are sought out, what assistance will they lend to a Volunteer's ideas? It was also recommended that overseas businessmen with a recognized knowledge of the country be utilized in training programs as resource personnel and that Volunteers be given more information on the how-to and where-to-go aspects of small industry development.

Special participants concluded that the draft was a deterrent to those former Volunteers who hadn't yet served their military obligation and are seeking employment in the field of business. They recommended that the current study of the Selective Service System include a proposal to allow Peace Corps service to be accepted as satisfying the military obligation.

LABOR

Representatives of American labor organizations and returned Peace Corps Volunteers agreed upon a series of concrete proposals which would provide a basis for greater co-operation between the Peace Corps and the A.F.L.-C.I.O.

Special participants representing large unions told the Volunteers to join forces with organized labor in various ways:

• Join unions and work within the existing system.

• Organize the workers not yet organized, and develop your own power structure.

At left, an unidentified ex-Volunteer appears to be musing upon a point made during a discussion in one of the 22 workship sessions of the conference. Below, special participants and former Volunteers talk over proposals for formation of a United Nations university during a Government workshop meeting.

• Work on the community level in local programs with projects involving labor organizations.

The returned Volunteers urged "American labor to bend all effort on civil rights action across the board —and on all public issues which face Americans today."

The workshop proposed an expanded program of industrial recruiting, using returned Peace Corps Volunteers to explain the Peace Corps to blue collar workers in union halls and factories throughout the country.

Labor representatives suggested a new form of intern program within the labor movement whereby returning Volunteers would be assigned to an organization in a white collar or blue collar area. Aided by a grant from the AFL-CIO or an international union, interns would study union structure and methods and would serve as organizers in a specific union drive.

FOREIGN STUDENTS

Members of this workshop voiced hope that Peace Corps Volunteers, before, during, and after service, would help improve foreign-student experiences through individual contacts and by supporting existing national, local, and university organizations. Someone noted that programs designed to introduce foreign students to Americans were not enough; they must be involved in American institutions to learn about people. Another observer said efforts to improve the academic and social climate of the foreign student may result in over-organizing his activities and monopolizing too much of his time, thus defeating his primary purpose in coming to America.

Participants recommended:

• Peace Corps trainees in the Advanced Training Program should be given responsibilities for initiating and participating in activities for foreign students when they return to campuses for their senior year.

• Volunteers overseas can help select, orient, and tutor students coming to the United States.

• Returned Volunteers who are studying at colleges and universities can offer special assistance to arriving foreign students: orientation to campus life and practices, help in finding housing, employment, meeting American students, etc.

• The "host family" system could be expanded by involving parents of Peace Corps members and returned, married Volunteers.

• Directories listing returned Volunteers by location and existing organizations and agencies that serve foreign students should be compiled and distributed to interested Volunteers.

REVERSE PEACE CORPS

The Foreign Student workshop presented the idea of a Reverse (or Exchange) Peace Corps—utilizing volunteers from abroad in service in the U.S. for the accomplishment of the three Peace Corps purposes.

Most participants thought that the program should start with foreign students who were already in the U.S.—during their summer vacation, as part of a work-study program, or following the completion of their education. They might teach in summer schools and work in Job Corps or VISTA programs. Or they might train with Volunteers and go overseas to serve with them. A representative from the American Field Service said that the Reverse Peace Corps was similar to their program and that the interest and support of local communities which made AFS successful would enable a Reverse Peace Corps to be accepted by the American people.

HUMPHREY:

'Readjust . . . Complain . . . Participate!'

Ex-Volunteer Mike Moore (Lansing, Mich.), who served is El Salvador, is greeted by Vice President Humphrey; Moore is now in Panama with the Navy.

Vice President Hubert Humphrey, in his opening-night speech to the assembled conference participants, addressed himself to the problems of Volunteer re-entry into U.S. society, and to the role they might play in it.

"I have been hearing that you have some readjustment problems," the Vice President said. "I think you will readjust, but it is not easy . . . You have found out that it wasn't all just honey and milk in the good old U.S. There are a few little difficulties. You are hemmed in and frustrated by rigid institutional procedures. There isn't any country in the world as well-organized as this one . . . You are even talking about organizing yourselves. You can't get three Americans together but what they want to have an election and set up an association."

Commenting on Volunteer complaints of the "irrelevancies of academic course work," Humphrey recalled his own similar feelings when he was a student, and noted that such problems were not new.

"You know there is much to be done in this country, so it's quite obvious that as a young person if you are not somewhat frustrated, somewhat disillusioned, and even somewhat in despair, then you ought to go see a doctor. Because those are the feelings that are experienced by persons who have and know the meaning of dedication and commitment and self-sacrifice. This proves that you are alive. It proves that the two years that you had really meant something."

Noting specific ways former Volunteers could immerse themselves in the problems of America, Humphrey said, "We need to bring the indignation of the aggrieved to the attention of the comfortable . . . I invite you to participate in the hundreds of private and governmental human rights and anti-poverty institutions, in the human-relations commissions and the equal employment and housing commissions . . . When you go home from this conference ask your mayor if he has an Equal Employment Opportunity Commission in his city—anybody who can face the hardships that you had to face in some areas ought not to be afraid of a mayor. Go on up and see your governor.

"I invite your participation in trade unions . . . in the work of mental retardation . . . juvenile delinquency, special-education centers and health centers . . . Many of you would be teachers. You've run into a stone wall in the form of state and local accreditation requirements that fail to recognize teaching experience that has been of any value. What do you do about that? Complain about it . . . We need you in industry, in labor . . . Our many philanthropic foundations and our churches are natural avenues for Peace Corps returnees' talents.

"You have come back with a degree of self-reliance and sensitivity and self-discipline, the ability to debate and the willingness to work hard—all mighty rich resources. So I ask you not to lose that sense of idealism but to transfer it to the home scene. I ask you to continue to be helpful in making this America one of new faiths in the achievement of old dreams."

Leroy Collins, Director of the Community Relations Service, Department of Commerce, sits beside rostrum as he acts as co-chairman of conference workshop.

Rusk: Peace Takes Effort

One of the more arresting moments of the conference was an unscheduled talk by Secretary of State Dean Rusk.

Secretary Rusk visited with returned Volunteers at the opening night reception and accepted the Peace Corps' invitation to speak at Sunday's closing session.

"The organization of peace requires effort," Rusk said to the conference. "Those who are committed to peace must be prepared to protect it. Aggression allowed to continue feeds upon itself. Appetites grow and nothing is at the end of that trail except catastrophe. One thing that sustains me and sustains people in many parts of the world is, I think, a dramatic development of a historical fact. After World War II, . . . the unimaginable power of the United States was committed to the decent purposes of the American people. I think we would have to revisit Lord Acton, who said that power tends to corrupt because I am deeply convinced that power has not corrupted the American people. Their purposes have remained simple and decent—to organize a tolerable world community, with its members living at peace with their neighbors, settling their disputes by peaceful means; getting on with the great humane purposes of the human race, human rights, and economic and social developments. All these things to which we have made massive contributions in this post-war period.

Dean Rusk

"So I hope you would believe that these simple purposes of the American people are in the heart of our policy with respect to the rest of the world. We don't believe men ought to be pushed around too much. We are committed to the notion of freedom. We find that this notion of freedom is the most powerful, explosive, and dynamic force in the world today. We don't believe that disease, and misery, and poverty are ordained by providence, but these are problems which men can do something about. The appetite of the aggressor remains a problem. It changes from time to time. We saw it with Hitler. We saw it with a certain militant group in Japan. We have seen it in the post-war period. We see it now in the militancy and harshness of the program of world revolution sponsored by Peking that has created enormous problems even in the Communist world quite apart from problems it creates with the free world.

"But don't lose your confidence in the basic purposes of the American people—or your confidence in the fact that these are the purposes that mold and guide and animate the government of the United States, for in these purposes of our people you have represented us abroad brilliantly, modestly, sympathetically, with understanding, and the responses that we have had from all over the world are a great tribute to what you have done. I hope that all of you will find ways to build upon that experience in the foreign service, in government, in universities, in private life, and not forget the fact that you have been privileged to be in contact with the most important thing there is: The great humane tradition of the human race, trying to find its answers to human problems with reason, and sympathy, and understanding. Those are the things which will carry us through days of peril. Those are the things that represent the grandeur of the American spirit and those are the things that tie us to people in all parts of the world even though week to week we may have our difficulties."

Carol Miller, who served in Ethiopia, listens to workshop debate.

Presidential aide Bill Moyers accepts and reviews the final eight workshop reports on behalf of President Johnson at the closing session of the conference on Sunday afternoon.

'No place, no job, no position . . .'

"The burden of finding a place in society rests primarily on the Volunteer himself. Volunteers tell me of difficulty in communicating the essence of their experience when they return home. They seem often to find problems in making the transition, in re-establishing relationships with Americans and with America. Thus, they sometimes seek companionship among other Peace Corps returnees. But if friendships are limited in this way, the danger arises that the only other Americans who will benefit from the Peace Corps experience are members of the Volunteer's family who may listen in at home gatherings. The entire community will gain only if the Volunteer is willing to apply this experience wherever *he is—the backyard, the settlement house, on Madison Avenue. The young Peace Corps returnee un-established in a career may upon return feel a bit reluctant to enter fields not directly related to social service. Shouldn't he be reminded that there is no place, no job, no position where the Peace Corps spirit is not needed?"*

—Esther Peterson, Assistant Secretary of Labor, in a statement to the conference. [Mrs. Peterson's son, Eric, served as a Volunteer in the Philippines.]

Conference Notes

A special participant said he was pleased with the showing of former Volunteers on his staff "not for what they know, but because of what they are willing to do—hard, intellectual study on the one hand and dirty, practical work on the other."

—Glen Leet
Community Development Foundation

□ □ □

"I was one of those white Southerners that had to go out of the country to really become enlightened on the problems of race in the South and so I feel that it is my obligation to go back to the South and do something about it."

—Don Boucher
Returned Volunteer from Chile

□ □ □

"One businessman conducted a market survey among the returned Volunteers to find out if it was really true that Peace Corps members preferred beer to whiskey. His conclusion is that this is a misguided myth of the past."

—Newton Minnow
Former Director of the Federal Communications Commission, now with Curtis Publishing Co.

□ □ □

"My definition of a coward is a Volunteer who returns from work overseas and then goes to work for Peace Corps, Washington."

—Dick Irish
Returned Volunteer from the Philippines, now working in the Office of Peace Corps Volunteers.

□ □ □

"We talked a good deal about foreign policy and the management of international affairs. The Peace Corps Volunteers, by and large, thought that the best part of American foreign policy was, curiously enough, the Peace Corps. Indeed they criticized almost every other element of American foreign policy and its agents abroad, particularly the embassies, as being aloof. Then after the first shock had worn off, some of the other people in the room asked whether the Peace Corps Volunteers themselves weren't pretty aloof, and on that I think it was about a draw."

—Harlan Cleveland
Assistant Secretary of State for International Organization Affairs

The Conference Had Its Angels

The conference was financed not by Government funds but by contributions from the following donors:

The New World Foundation
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The Threat of Innovation

One of the most spirited reports to the plenary session of the conference was delivered by Sister Jacqueline Grennan, who recently became president of Webster College, Webster Groves, Mo., a Roman Catholic liberal-arts college for women, administered by the Sisters of Loretto.

After noting that "I may have been chosen [to deliver the report] because I am the only one that carries a vestige of a foreign costume," Sister Jacqueline went on to say:

"There was a generally shared conviction that the Peace Corps learning experience shouts out that knowledge is not an accumulation of facts or a demonstration of Ph.D. expertise, but a deepening of insight and power to synthesize in new situations whether they be abroad or next door. In this sense, the good learning experience, Volunteer or otherwise, liberates a man or a woman to unify knowledge by intense involvement in a deep experience rather than by surface extension of superficial facts. Experiential learning has no real substitute. The college and university campus has room and urgent need for vitality of students and faculty, whether you be 25-year-old learners or 55-year-old learners, probers in this investigation, who go about changing, modifying their environment in their way.

"We are aware of the threat involved to the institutions, to the persons within the institutions, by intensifying this kind of responsible innovation. The rigidity of closure to innovation is often in proportion to the threat to the individual person or the vested interest of the institution. However, the degree of effectiveness of the sometimes chaotic interchange of this conference may be caught up in the statement of a mid-west [college] president in one of the groups who stated this morning his realization of the imperative of increasing his risk involvement, of venturing forth in his institution to do some new things strangely.

"In this sense, the conference discussion-groups may be models for college and university seminars where learners, some of them called students, some of them called professors, some of them called administrators, but learners, go on probing together the potential of the university, of the local and world community, of the future of man."

Sister Jacqueline Grennan

David Bragin (Bayside, N.Y.) molds a vase on a potter's wheel made from an auto brake drum. He is a graduate of Pratt Institute, Brooklyn, N.Y.

TRAINING AT CAMP CROZIER

Coo-ops for And

By Paul Conklin

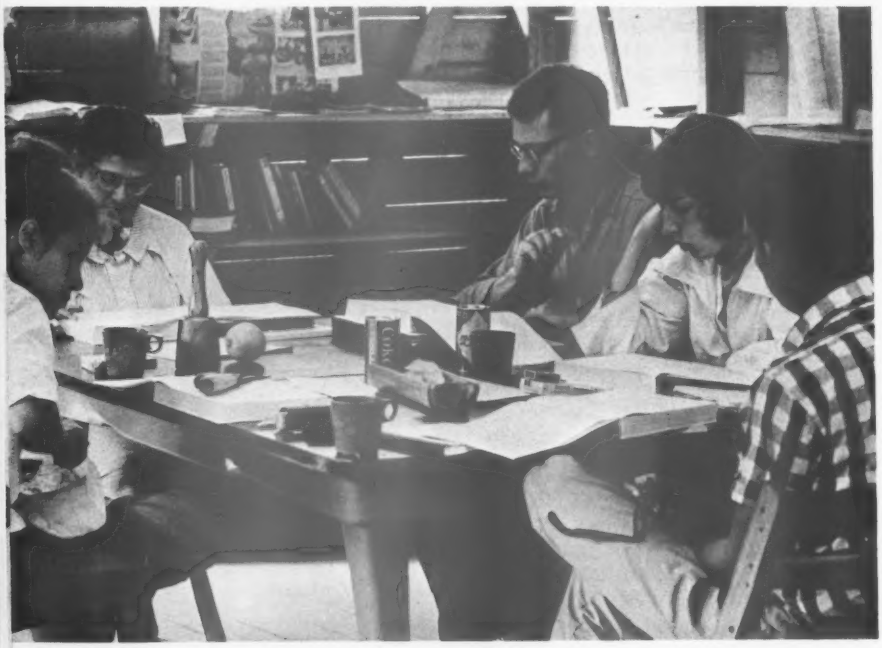
The Peace Corps has undertaken a project which may contribute to the revival of Indian handicrafts in the villages of the high Andes in South America.

If the efforts of the project's 35 Volunteers meet with success, looms that have long been silent may begin their rhythmic sound again in the villages of Peru, Ecuador, and Colombia; potters' wheels may begin to turn once more in the darkened interiors of rock and thatch huts; and the artisan's hammer may ring again in the thin, cold air of the mountain hamlets.

The words "if" and "may" should be underlined in red, since enterprises such as this Peace Corps undertaking are fraught with uncertainties. No matter how thoroughly they are trained and regardless of the pitch of their enthusiasm and resolve, the Volunteers will almost certainly experience difficulty and may meet with failure in their work with the culturally isolated, impoverished Indians.

ON THE COVER—Wearing a hard hat and climbing shoes, a Trainee picks her way up a vertical cliff at a Peace Corps training camp in Puerto Rico, during a phase of "Outward Bound" conditioning aimed at increasing self-confidence.

The mornings were spent in Spanish classes. Clockwise around the table are Natalie Staggs (carving a bowl); an instructor; Carl Erickson; Elizabeth Dodson; Larry Edson.



Everett Snowden completes the camp's kiln, built by Trainees under the direction of

...d ...n Craftsmen

The purpose of the project is to help Indian craftsmen recover long forgotten skills or, in the case of existing industries, help them form co-operatives to facilitate the sale of their handiwork in local and overseas markets.

For the most part the Indians are peasant farmers who eke out a precarious living from their wasted soil, and it is essential that they be able to augment this income by other means. Experts see handicrafts as an excellent source of potential income. Estimates put the number of artisans in Peru, Ecuador, and Colombia at close to a million. Most of them can use help—too often they work in their lofty, remote villages with uncertain sources of raw materials, unable to produce with any sort of quality control and with no clear idea of how to reach profitable markets without going through predatory middlemen. It is hoped the Peace Corps can provide the expertise that will enable Indian craftsmen to surmount these problems and earn more money and put more food into the family cooking pot.

The Trainees who came to Camp Crozier, the Peace Corps camp in Arecibo, Puerto Rico, last October, were weavers, potters, painters, ...lptors, designers, metal workers, and ceram-

(Continued on page 20)

Sarah Scattergood (Philadelphia) works on a co-op woodworking project. She has a bachelor-of-arts degree from Bennington College.

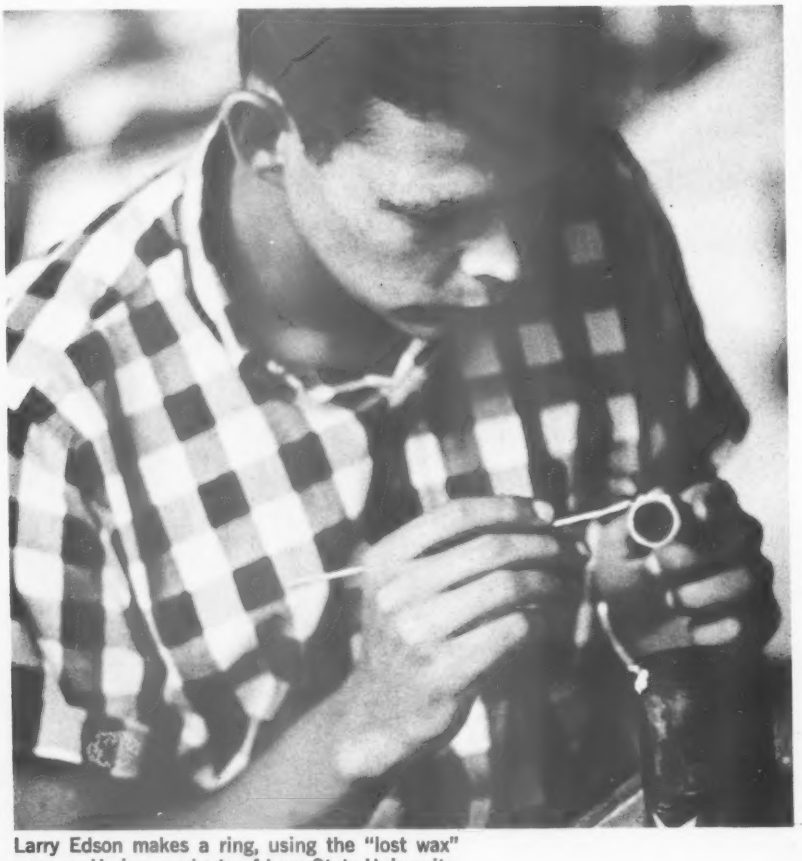
ceramist Paul Soldner of Scripps College, Claremont, Calif. During his turn of supervising the night firing of the kiln, Snowden rested in shelter at left.

Tom Brazil (Chanute, Kan.) weaves a tapestry on one of the looms Trainees made from scrap lumber.

Peace Corps photos by Paul Reed

Ralph Bolton, a Volunteer in Peru, shows Quechua Indian materials made in model co-op village.

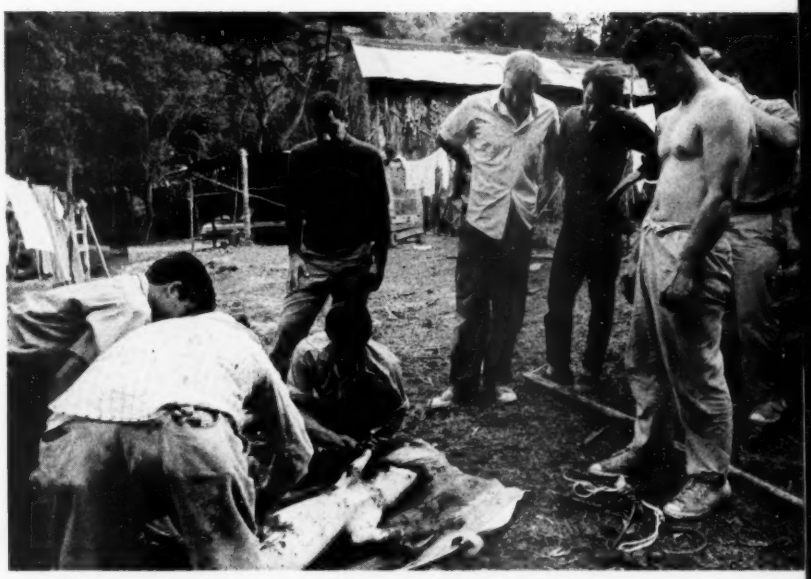
Trainee co-op group discusses Chijnayan handicrafts, examining a coat for new



Larry Edson makes a ring, using the "lost wax" process. He is a graduate of Iowa State University.

Beginning the day in the dark, Trainees turn out at 6:15 a.m. for calisthenics on camp basketball court.

ideas on improving usefulness and marketability.



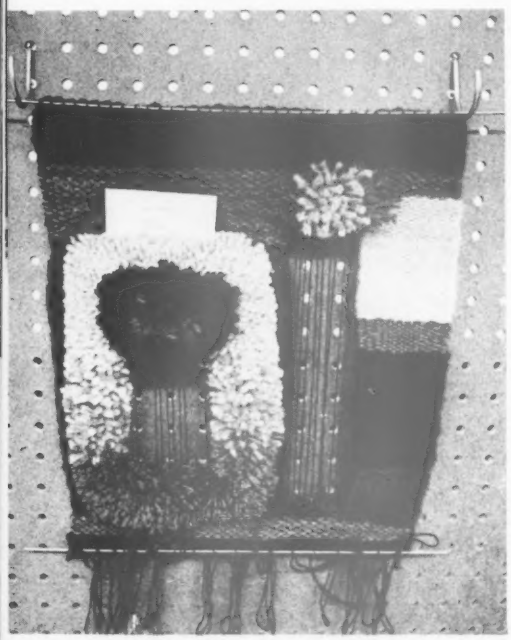
On one occasion, a class ended when a neighboring Puerto Rican family slaughtered a pig; Trainees watch behind shirtless man.

Wally Radtke (Fairfax, Calif.) polishes a silver ring. He holds art and Spanish degrees from Berkeley.

Marcia Simonetta (Glens Falls, N.Y.) spins yarn from llama wool. She is a graduate of Marymount College, Tarrytown, N.Y.

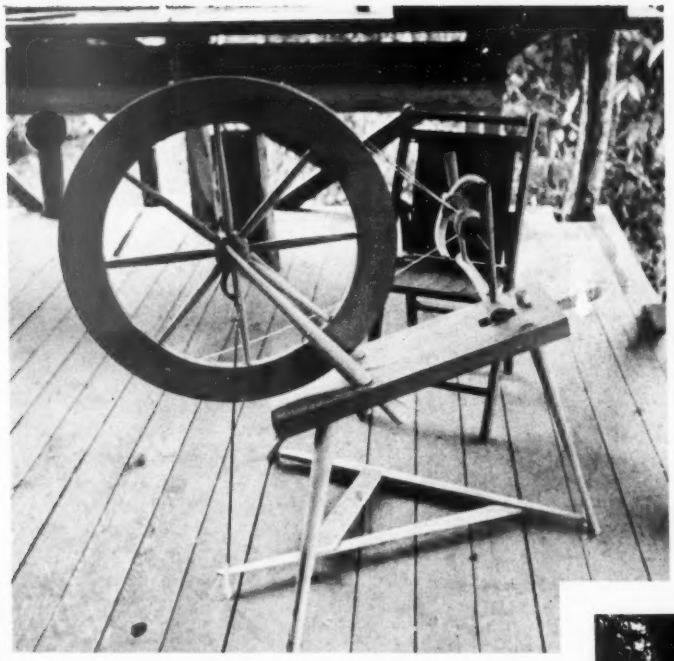
Sessions in the camp pool (left) were part of the training schedule. Here, Jim Stevens of the Camp Crozier staff gives instructions on lifesaving.

Camp Crozier, located in a teak forest, offered an abundance of teak scrapwood.



Tapestry woven by Joseph Lomazzo (East Sandwich, Mass.), a fine arts graduate of the University of Boston.

Purse woven by Rosemary Garcia (Gasquet, Calif.) is shown at bazaar. She and husband, David, are now working in Peru.



A contemporary spinning wheel was made by Carl Erickson (Troy, N.Y.) and David Berfield (Jersey Shore, Pa.), who based design on a traditional model

On display at bazaar held by Trainees at the end of their Crozier training period was a child's pull-toy made of indigenous bamboo by Carl Erickson.

A welded-steel sculpture was made from the remains of a junked car by William Wareham (Accokeek, Md.); the completed sculpture (left) was set in concrete at the camp. Below, Wareham is shown in the process of welding his untitled conception. He has a bachelor-of-arts degree from the Philadelphia Museum College of Art. At right, Trainee Yvonne Gavre (San Anselmo, Calif.) climbs stairs by the sculpture, in a picture taken from beneath it. Both Wareham and Miss Gavre are now in Peru.

Handicraft Co-ops

(Continued from page 19)

ists who were specificially recruited for their skills. With few exceptions they had an educational background in the arts and came from such schools as the Pratt Institute and the Rhode Island School of Design. For many, their orientation was in the fine arts rather than the practical arts, which meant that emphasis had to be placed during training on the economic aspects of their future work.

Initially the Trainees were divided into four groups and were told to organize themselves into co-ops. Each was given part of the camp as a work area, a few tools, and a modest amount of capital for supplies. So that this training period would simulate as nearly as possible what was to come later in South America, the Trainees were told to rely upon their immediate surroundings for raw materials.

The potters dug suitable clay out of a nearby river bed. They made a wheel from the remains of a junked car. They talked a sugar refinery into giving them fire bricks for a kiln, which they then proceeded to build.

The weavers built three looms out of scrap lumber. They took sisal from plants in the surrounding rain forest for ropes which were subsequently made into rugs. Berries were used for dyes.

The 'Lost Wax' Process

The metal workers picked the automobile carcass clean before the training period was over.

Experts like Paul Soldner from Scripps College and Ruben Eshkanian from the Philadelphia Art Institute were brought to the camp to conduct classes on more esoteric skills, such as the "lost wax" process of metal casting [whereby a wax model of the object to be cast is enclosed in plaster; molten metal is poured into an opening in the mold displacing the wax, which runs off through a bottom opening].

More mundane matters were covered thoroughly in classes on bookkeeping and accounting, and in a 10-hour course entitled micro-economics, a survey of general business principles.

The Trainees' day began with a brisk session of calisthenics at 6:15 a.m., before light had come to the tropical sky. Breakfast followed at 7. From 8 until noon they studied Spanish. The afternoons were given over to the work of the co-ops. Occasional breaks were made in the schedule for "drown-proofing" sessions in the camp swimming pool. Muscles were hardened and stamina tested on the camp rock-climbing course [see cover]. After supper until 10 p.m. the Trainees were given a look at Latin American history as well as at the continent's contemporary, political and social scene.

Twice the group left Camp Crozier and made five-day visits to nearby villages where cottage industries were already flourishing. The villages served as laboratories where the Trainees could gain further insight into the problems they would encounter later.

Towards the end of January, the Trainees held a bazaar and sold their handiwork. Throughout the training period each co-op had kept its books; proceeds from the sale put all four into the black.

In February the group flew to South America, with eight going to Colombia, six to Ecuador, and twenty-one to Peru.

Paul Conklin, Peace Corps photographer, switched hats for this assignment, letting Paul Reed, Peace Corps Art Director, take the pictures. Both men have been residents of Washington, D. C., for several years, and have each been with the Peace Corps for nearly three years. Both are well-known in their primary fields: Conklin's pictures have appeared in Time, Paris Match, *and the* National Geographic Magazine, *and his pictures have graced* THE VOLUNTEER *in past issues as well as elsewhere in this one; Reed is an artist whose paintings have been exhibited in Washington and New York galleries.*

Revised ID Cards

A new Peace Corps Volunteer identification card which can be modified to suit local customs and circumstances is being issued by the Division of Volunteer Support.

The blue-and-white card is printed in fold-over form with the inside blank, allowing sufficient space to reprint bilingually, if necessary, all pertinent identification information required in the host country.

Volunteers holding the present identification card may be issued the new cards at the discretion of the country Representative.

Career Opportunities

Each month the Peace Corps Career Information Service sends to Volunteers a bulletin listing post-service career opportunities. Volunteers who are in their second year of service may register with C.I.S. for individual assistance; registration cards are available from Peace Corps Representatives. Inquiries should be addressed to C.I.S. in care of the Division of Volunteer Support, Peace Corps, Washington, D. C. 20525. Reprinted below is a selection from the current C.I.S. bulletin, which should be consulted for complete listings and other information.

Teaching

The Trust Territory of the Pacific Islands welcomes applications from returning Volunteer teachers to work with and upgrade Micronesian teachers and teach Micronesian children. Single men and women, couples, and teachers with children may apply; teaching couples are desired. Completion of a Peace Corps teaching assignment or suitable training or experience in teaching English as a second language may be substituted for the usual 18-hour education course requirement. The Territory includes the Marshall, Caroline, and Mariana Islands. Transportation is provided on the basis of a two-year agreement. Furnished housing is available. Two Standard Form 57s, a detailed application letter and statement of subject and grade level preferred should be sent airmail to Personnel Officer, Office of the High Commissioner, Trust Territory of the Pacific Islands, Saipan, Mariana Islands 96950.

The California Department of Education will issue a standard credential based upon partial fulfillment of requirements to Peace Corps teachers who can meet three basic qualifications: 1) a bachelor's degree; 2) two years of actual teaching experience in an organized situation; and 3) a statement of intent to employ signed by a California school district. This will enable returning Volunteer teachers to begin teaching while completing permanent certification requirements. Credit for Peace Corps teaching may be applied toward an elementary or secondary certificate. One year of Peace Corps teaching is needed to meet the student-teaching requirement of a junior-college credential. Volunteers who hold master's degrees may receive such a secondary credential without any teaching experience. While teachers are urged to apply to the county superintendent offices and the teacher-placement offices of their colleges and universities, the California Department of Education may be able to assist in directing teacher applicants. Volunteers may write to Dr. Blair E. Hurd, Co-ordinator of Teacher Recruitment, Department of Education, 721 Capitol Mall, Sacramento, Calif. 95814.

Clyde Central School, Clyde, N.Y. (halfway between Rochester and Syracuse), invites returned Volunteers to apply for teaching positions. From Clyde, it would be possible to take graduate work at either Syracuse University or at the University of Rochester. Write to Douglas H. Estes, Supervising Principal, Clyde Central School, Clyde, N.Y.

Red Creek Central School, Red Creek, N.Y., has staff openings for the 1965-66 school year in junior high-school English, social studies, science, math, Spanish, and girls' physical education and senior-high English. Education-course deficiencies may be made up at any of several nearby colleges. Red Creek is approximately 35 miles north of Syracuse and 50 miles east of Rochester. Write to Ralph D. DeMas, Supervising Principal, Red Creek Central School, Red Creek, N.Y.

The Three School Development Foundation of New Jersey, which represents the Englewood School for Boys, Dwight School, and Elizabeth Morrow School, offers opportunities ranging from pre-school to senior high-school level. They are looking for a male teacher at the 4th-, 5th-, or 6th-grade level, and math teachers at

The President's Choice

President Johnson in April chose this photo of Volunteer Nurse Bernadette Pieza Shaner (Chicago) in a Sousse, Tunisia, hospital as the outstanding Government picture of the month. It was taken by Peace Corps Photographer Paul Conklin.

the intermediate and senior high-school level. Write to Francis Parkman Jr., Director, Three School Development Foundation, 315 E. Palisade Ave., Englewood, N.J.

Residential Treatment Center, located in New Hampshire, deals with intellectually gifted children who have emotional problems. The school is in need of teachers with experience in math, English, social studies, music, and elementary. They also want a couple for house parents. This summer a life-science laboratory is to be constructed and experimental work is planned in all of the sciences. The school is agriculturally oriented. Volunteers who have had some experience in this area should send a letter and résumé to Alan J. Burnes, 907 Harvard Towers, Cambridge, Mass. 02139.

Monroe, Conn., Board of Education grants one or two years of credit for Peace Corps service. For a bachelor's degree, the salary range is $5200 to $8400. Openings exist for elementary teachers and for high-school teachers of English, social studies, French, science, and industrial arts. Volunteers may apply to A. C. Vertucci, Superintendent of Schools, Board of Education, R.F.D. 1, Monroe, Conn. 06468.

Colegio Nueva Granada, Bogota, Colombia, seeks Volunteers interested in teaching in Latin America. The following openings exist for the coming school year: science department head; science teachers for biology and general science; English department head; mathematics teacher for advanced algebra and senior math; senior- and junior-high English teacher; 9th-grade world geography teacher; 7th-grade U.S. history; junior-high social studies; four 1st- and 2nd-grade teachers; three 4th-grade; three 5th- or 6th-grade; and possibly junior-high arithmetic. Of the approximately 1000 students of this independent, community-owned school, 55 per cent are U.S. citizens, 40 per cent Colombians, and about 5 per cent other nationalities. The school year is September to June. Salaries range from the equivalent of $3900 to $4800; one-way transportation is paid for one year and round-trip for two years of service. Write to James D. Baker, Director, Colegio Nueva Granada, Carrera 2-E, No. 70-10, Bogota, D.E., Colombia.

Education

National Institute of Mental Health is offering six fellowships from $1800 to $3000 with tuition remission for a four-year program for those people with a B.A. degree leading to a Ph.D. and a three-year program for those with an M.A. degree leading to a Ph.D. The program seeks to prepare doctoral candidates to help solve inter-agency problems in the field of mental health. Write to Professor Ralph A. Straetz, Director, N.I.M.H. Program, Department of Government and International Relations, New York University, 80 Washington Square East, Room 58, New York 3, N.Y.

Columbia University School of Social Work has been awarded ten scholarships for returned Volunteers for the school year 1965-66. Applicants for these scholarships, made available by the Mobilization for Youth, should plan to major in social casework or in community organization. Write Francis P. Purcell, Chief of Training & Personnel, Mobilization for Youth, Inc., 214 E. Second St., New York, N.Y. 10009.

Adelphi University Graduate School of Social Work. Mobilization for Youth will provide four two-year scholarships of $2500 per school year in a work-study program leading to a Masters of Social Work degree. Students spend two days a week in class and three at M.F.Y. either in community organization or group work. The four positions will be held open until May 15; applications will be accepted beyond this date, but scholarship aid may not be available. Apply immediately to Francis P. Purcell, Chief, Personnel & Training, Mobilization for Youth, Inc., 214 E. Second St., New York, N.Y. 10009. Application should also be made to Adelphi University School of Social Work, Garden City, N.Y.

University of Pittsburgh Graduate Teaching Internship Program combines graduate study and a paid teaching internship in a co-operating public school. A master's degree in education and certification for teaching can be earned within a period of 11 to 13 months; stipends of $2200 to $2500 are paid by the public schools in which the students intern. Students must fulfill all requirements for admission to the Graduate School of Education. For further information, write Dr. Theodore Polk, Director of Admissions, Graduate School of Education, 2717 Cathedral of Learning, University of Pittsburgh, Pittsburgh, Pa. 15213.

Western Washington State College is conducting an Institute for Teachers of Disadvantaged Youth this summer through the National Defense Education Act. This institute is designed for teachers who either are teaching or plan to be teaching in school districts serving disadvantaged children. Write to Professor Vernon F. Haubrich, Chairman, Department of Education, Western Washington State College, Bellingham, Wash.

The National Urban League, benefiting from a grant from the Carnegie Foundation, has announced 25 graduate fellowships. They will be available for study in community organization, administration, counseling and guidance, human relations, personnel management, labor-management relations, economics, political science, or research. Each grant will carry a maximum stipend of $3000 per year. Individuals interested in the field of human rights and those who seek a professional career with the Urban League will be given top consideration. For application forms, write to: Director, Urban League Fellowship Program, National Urban League, 14 E. 48th St., New York, N.Y. 10017.

Duke University Graduate School is offering three fellowships of $3000 each to returning Volunteers for the 1965-66 academic year for graduate study in any field. When submitting the regular application for admission to the graduate school, Volunteers may indicate application for a Peace Corps fellowship. Candidates are recommended to the Dean by the departments. Applications may be obtained from Graduate School of Arts and Sciences, Duke University, Durham, N.C.

Government

Smithsonian Astrophysical Observatory has openings for men with training and experience in the physical sciences such as physics, electrical and mechanical engineering, astronomy and related disciplines. These select personnel maintain and operate complex optical satellite and astrophysical tracking equipment located in a worldwide network of bases. The observer candidate receives a two-month training program. The beginning salary is $6650 a year plus overseas adjustments. Individuals are asked to send their résumés or completed Form 57 applications to: Personnel Department, Smithsonian Astrophysical Observatory, 60 Garden St., Cambridge, Mass. 02138.

Office of the Assistant Secretary for International Affairs, U.S. Treasury Department, is seeking returning Volunteers for positions in the field of international economics. The Office of the Assistant Secretary for International Affairs is responsible for advising and assisting the Secretary of the Treasury in the formulation and execution of policies and programs relating to the international economic, financial and monetary fields. Positions are available in Washington with the possibility of an overseas assignment after a year or two. Usual minimum requirements are a master's degree in economics or in international affairs with extensive specialization in economics. Outstanding students with a bachelor's degree will also be considered. Write Leonard S. Dixon, Administrative Officer, Office of the Assistant Secretary for International Affairs, U.S. Treasury Department, Washington, D. C. 20220.

Commonwealth of Pennsylvania Department of Public Welfare is interested in returning Volunteers for the positions of youth-development counselors in the Pennsylvania State Forestry Camp at Racoon Creek State Park, R.D. 1, Hookstown, Pa. The camp serves youths between the ages of 15½ and 18 who have been committed by the juvenile courts of Pennsylvania for rehabilitation. The program includes counseling, work, recreation, and social and religious activities, some of which are carried on in the neighboring communities. Starting salary is $4773 per year. Write Thornton S. Walker, Superintendent, Youth Forestry Camp No. 1, R.D. 1, Hookstown, Pa.

National Institutes of Health is interested in returning Peace Corps Volunteers for the following positions, primarily at Grades 5 and 7, a few at Grade 9: biologists, micro-biologists, chemists, bio-chemists, social science analysts, registered nurses, registered medical technologists, management interns, statisticians, engineers, and electronic technicians. N.I.H. is also recruiting for a medical-record librarian to work in the Veterinary Epidemiology Project at East Lansing, Mich. Write to Catherine P. Dougherty, N.I.H., Recruitment and Place-

ment Section, Bldg. 31, Room B1B34, Bethesda, Md. 20014.

Other

American Friends Service Committee has been asked by the Office of Economic Opportunity to carry on an experimental project in the East Coast migrant stream to develop potential leaders among migrants; enable migrants to use more community, state, and Federal resources and discover ways by which migrants may become participating members of society. Ten to fifteen workers, each going to at least three different communities during the summer, would be employed on a part-time basis to provide leadership for their crews to insure each crew's receiving the rights and services to which it is entitled. The program will begin immediately and go through September, although an alternate plan beginning September, 1965, to September, 1966, is under consideration.

Three field workers are also needed immediately for a six-month Community Action Program development project working with the economically depressed, discovering leaders and involving them in community activities, developing communication between political and economic groups, helping to establish community-action groups and encouraging them to develop programs and projects based on needs and resources available.

A.F.S. also has some overseas positions available:

- Field director, Algeria (effective summer, 1965, for two years): administrator of a unit which includes nurses, agriculturalists, and community workers. Must have experience in community development and staff supervision.
- Single agriculturalists: must have general college agricultural training and experience in agricultural extension services or 4-H clubs.
- Community workers: single men and women (or couples without children) are needed for development of village training centers in basic construction skills and vocational education. A home economics background is required for women's "foyer" groups.
- Administrative assistant: a single woman or man with secretarial and clerical skills, a sensitivity to other cultures, commitment to the self-help approach, actual or potential ability (with training) to work in the French language, and previous community organization and group work experience.

For all of the above A.F.S.C. positions apply to Doris Darnell, Co-ordinator of Recruitment, American Friends Service Committee, 160 North 15th St., Philadelphia 2, Pa.

The Community Development Foundation has established an internship program to provide training and practical field experience in commodity-aided community development and in the basic philosophies and techniques for motivating community action found useful by the foundation as a result of its work in several countries. Interns are selected on the basis of their background in community development, their language fluency and their degree of administrative capacity. Preference is being given to persons who have completed two-year assignments with the Peace Corps in community development or related fields. Duration of the internship is generally six months to one year. Internships cover travel costs and a $400-a-month stipend for living and other expenses. Write to Community Development Foundation, 345 E. 46th St., New York, N.Y. 10017, Attention: Glen Leet, Executive Director.

ACCION, a private, nonpartisan corporation, is seeking returned Peace Corps Volunteers for positions in administration and supervision of community-development programs, field-work positions, technical and specialized positions, and other opportunities in Latin America. ACCION International, Inc., is a New York corporation designed to lend technical and general leadership training to autonomous ACCION corporations in various Latin American countries. At the conclusion of a six-month training program in Venezuela, selected Volunteers may be offered positions within the organization, either in Venezuela, Argentina, Brazil, or North America. Salaries in ACCION range from $200 to $750 per month. Initial contracts are for the six-month training program and, thereafter, for periods of 12-20 months. Write to Gary Glenn, Director of Recruitment, ACCION, Box 27, Cambridge 38, Mass.

Human Development Corporation of St. Louis, Mo., is developing a Neighborhood Youth Center with funds received from the National Poverty Program. They plan to concentrate their efforts on pre-school education and on working with 16-21 year olds who are school drop-outs. They are interested in attracting returned Volunteers with experience or graduate work in guidance to serve as counselors. The positions offer a salary range of from $6000 to $7500 and are open now. Write to Curtis Gatlin, Director, Works Program, Human Development Corporation, Civil Courts Building, 12th and Market St., St. Louis, Mo.

Neighborhood Youth Centers program is setting up local training centers for school drop-outs. To co-ordinate their efforts, they have established regional offices in Chicago, Atlanta, San Francisco, and New York. Several positions are open on their staffs. They work principally with the sponsoring organization rather than with the youths themselves. They are looking for people with a college degree and who have passed, or who can pass, the Federal Service Entrance Examination. Experience gained in community development, teaching, or social work projects with the Peace Corps is desirable and would be applicable. Write to Beverly Bowie, Neighborhood Youth Centers, Office of Economic Opportunity, 1200-19th St. N.W., Washington, D. C.

Project Headstart, operated by the Community Action Division of the Office of Economic Opportunity, is actively working with over 100,000 pre-school children in 100 communities throughout the country. Operating in both rural and urban areas, the program has immediate openings for consultants who will be involved in planning programs and evaluating opportunities. The initial work would involve considerable travel and association with local community groups rather than with the children themselves. While this would be short-term work, the possibility of future employment arising from the contacts made during this period would appear to be good. Write Jule Sugarman, Deputy Director, Community Action Programs, Office of Economic Opportunity, 1200 - 19th St. N.W., Washington, D. C.

National Scholarship Service and Fund for Negro Students anticipates one or two professional staff openings as of July 1. Preference will be given to male candidates in their 20s or 30s who have had some experience in educational administration, college admissions or financial aid, or high-school guidance, and who aspire to a career in one of these areas. Salaries range from $6000 to $10,000. The primary goal of this organization is to increase opportunities for Negro students in interracial colleges. It implements this goal through a counseling and referral service and a program of supplementary financial aid. Applicants should send a brief résumé of their education and work history with a letter of application to Richard L. Plaut, President, National Scholarship Service and Fund for Negro Students, 6 E. 82nd St., New York, N.Y. 10028.

Division of University Relations and Training would like to hear from Volunteers available in the summer of 1965 with specialized experience in African languages. The jobs require work in structural linguistics and modern audio-lingual language teaching. Volunteers must have a knowledge of one or more West African languages. Apply to Allan Kulakow, U.R.T., Peace Corps, Washington, D. C. 20525.

American Library Association welcomes inquiries from returning Volunteers interested in library science. They can advise on professional schools and on-the-job training opportunities for college graduates. Also available from the Association is a listing of 1500 scholarships in professional library science schools. Specialization opportunities exist in a number of library fields including school and technical librarian work. Volunteers are invited to write to the American Library Association, 50 E. Huron St., Chicago, Ill.

Teaching Opportunities in Four Cities

Public-school systems in Washington, D.C., Philadelphia, and Syracuse have recently shown interest in hiring returning Volunteers as teachers while they qualify for full certification.

In Washington, Superintendent of Schools Carl Hansen said in a letter to Peace Corps Director Sargent Shriver that the public-school system of the District is prepared to hire 100 or more former Volunteers who do not have teacher certification, but who would be willing to take courses toward full credentials. Minimum qualifications for these positions would include two years of Peace Corps teaching and a bachelor's degree. Basic starting salary for inexperienced teachers is $5350, but credit will be given for Peace Corps teaching experience, Hansen said.

Application forms for Washington schools have been sent by the Career Information Service to Peace Corps Representatives; additional copies may be obtained directly from C.I.S. Completed forms, college transcripts, and two letters of reference should be sent to William H. Jenkins, Chief Examiner, Public Schools of the District of Columbia, 10th and H St. N.W., Washington, D.C. 20001.

In Philadelphia, the school district has indicated its interest in attracting Volunteers to an existing internship program which provides 175 positions each year at both elementary and secondary levels, in conjunction with Temple University and the University of Pennsylvania. For more information, write David Horowitz, Associate Superintendent of Schools, Board of Public Education, School District of Philadelphia, Parkway at 21st St., Philadelphia, Pa.

Syracuse schools have announced they would like to recruit a number of ex-Volunteers as part of an experiment to see how uncertified teachers perform in comparison with traditionally prepared teachers. For information, Volunteers may write to Hanford A. Salmon, Assistant Superintendent for Personnel, City School District, 409 W. Genessee St., Syracuse, N.Y. 13202.

Another teaching program for former Volunteers previously announced by C.I.S. (and in THE VOLUNTEER, March, 1965) is one in Cleveland, which is looking for 50 men and women with Peace Corps teaching experience to train as teachers for grades four through six. To apply, write Darian H. Smith, Assistant Superintendent, Board of Education, 1380 E. 6th St., Cleveland, Ohio 44104.

Handbook for U.S. Study

Volunteers who have been asking about educational opportunities in the U.S. for host-country friends are referred to the 1965 edition of the *Handbook for International Study: For Foreign Nationals.*

The handbook has been included in the Peace Corps career-information libraries overseas. It includes a general summary of education in the U.S., awards and special programs available for foreign nationals, summer opportunities, organizations in the U.S. providing services to students and visitors from abroad, and U.S. government regulations affecting foreign nationals.

Volunteers who would like to obtain the handbook may write directly to the Institute for International Education, 809 United Nations Plaza, New York, N.Y. 10017. The publication is specially priced for Volunteers at $3.

Savings Bond Drive

A two-week U.S. Savings Bond campaign will be held throughout the Peace Corps from May 1-15, as part of an annual Treasury Department bond campaign.

Volunteers may have regular deductions of $18.75 or $37.50 made from their readjustment allowance to purchase one bond each month, of either $25 or $50 denomination; bonds mature in seven years, nine months, and continue to draw 3¾ per cent interest yearly after reaching maturity.

Bond authorization cards have been included with this month's issue of THE VOLUNTEER sent to Volunteers overseas. Completed cards should be returned to Peace Corps Representatives.

Volunteer Tutors Needed

A Washington, D.C., settlement house run by two former Peace Corps Volunteers is asking for assistance from returning Volunteers who plan to be living in the Washington area.

Lila Ballendorf, who with her husband, Dirk, directs Hollyday House (THE VOLUNTEER, October, 1964) at 2316 - 17th St. N.W. in Washington, needs volunteer workers to help with tutoring and other programs of the neighborhood center, located in the Adams-Morgan section of the city.

The Ballendorfs were Peace Corps teachers in the Philippines in 1962-63.

Memorandum

TO : The Field DATE: April, 1965

FROM : The Editors

SUBJECT: Of Service—and Ships—and Our Syntax

Sometimes at the end of the month when we sweep out THE VOLUNTEER office, we find bits and pieces of things that don't seem to fit in the usual format, or that might better be presented informally. We hope to deposit such items here each month, and will welcome suggestions, contributions, and other sorts of commentary.

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Volunteers who really want to travel after their service might consider the voyage of the Barquentine Verona, which will sail June 9 from the Miami-Bahamas region on a trip that will take a year and end in Lisbon. Captain of the Verona will be Christopher Sheldon, who until recently was Peace Corps Director in Colombia. (He was one of the first 10 men chosen by Sargent Shriver to direct Peace Corps programs abroad, and stayed in Colombia for three and a half years.) Sheldon and the Ocean Academy, Ltd., of Nassau, Bahamas, are recruiting paying crewmembers for the voyage, and no previous sailing experience is necessary. The vessel, 138 feet long with 8500 square feet of sail (dacron), carries a crew of 32, with provisions for both men and women, and has such latter-day innovations as radar, automatic radio-direction equipment, Loran, a depthfinder, and radio telephones—plus twin diesels generating 300 horsepower. A few of the places the ship will visit include Pitcairn Island, Tahiti, Tonga, New Guinea, the Red Sea, Rhodes, and Venice. "No exact itinerary can be given," says a descriptive announcement, "since account must always be taken of the wind, weather, and political conditions met at the time of the voyage." Applicants accepted as crewmembers will pay (before the ship sails) $3900 for the journey. Members of the crew will be taken on as late as June 23 in Panama. An African voyage is planned for 1966-67, and a "Nations of the Atlantic" trip for 1967-68. For more information and applications, Volunteers with wanderlust may write The Ocean Academy, Lt., 137 Rowayton Ave., Rowayton, Conn. Happy sailing.

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As grist for the argument of whether the Peace Corps is becoming traditionally bureaucratized (and multisyllable words are a symptom), a Latin America Representative submits the following quote from a letter he received from headquarters in Washington: ". . . accordingly, we do not authorize you to go into any further detail than you see fit."

□ □ □

One continuing point of staff discussion has been the length of time Volunteers should spend overseas. In the past, length of service has usually been 24 months, including training in the U.S.; but with training taking from two to three months, Volunteers have normally spent some 20 months abroad, after home leave and travel time to their assignments. Few have argued for a shorter term of service, but a great many want a longer period, and the trend is in this direction. A substantial number of future Volunteers will be required to spend as many as 24 months overseas depending on program requirements, making the total Peace Corps commitment up to 27 months or longer.

Problems of 'Re-entry'

(Continued from page 2)

and angry that private employers do not leap to hire them.

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The feelings of the young are intense feelings. I would not belittle them, because I suffered precisely the same pangs at that age when I returned to fat, neutral America after covering the first year of the European war, felt I had left reality for unreality and could scarcely communicate with my own family.

Sensitivity, after all, merely increases the measure of one's sorrows as well as his joys. But this is not an important problem for the reason that it is transient. It is not a general problem that "society" or the government need concern itself with because the numbers involved are small. Nothing whatsoever is owed to the returning corpsmen. No one need expect reward for growing toward maturity and sophistication, which is all that is happening to them. Their virtue will have to be its own reward.

If they expect acclaim upon their return, many of them, it is because they received so much acclaim on their departure. Too much, more perhaps than any peacetime American envoys setting out for alien dangers and hardships in the name of humaneness; more than any group of doctors, engineers, or missionaries who go to spend, not two years, but many years, often their lifetime, in the remote sore spots of the earth.

In the sour shock felt by these returned corpsmen we see the inevitable backlash of the jazzed up publicity that surrounded the birth and recruitment of the original Peace Corps, the romanticizing of their missions, the lionizing of individuals in the glossy magazines. No financial rewards could be offered. The selfless humility that characterizes the best of the religious missionaries could not be expected of eager youth, so psychic rewards suited to the self-conscious had to be substituted.

Surely, many of the returned youths are not so intensely self-conscious as those picked out as examples of "culture shock" by the feature writers. But it might be useful (though a small voice tells me that experience cannot be transmitted to the young) if they were all reminded that history did not begin with them, not even the history of the uprooted and maladjusted.

They might consider their fathers, millions of them, who went to alien lands against their will, lived terrible and exalting years in the awful works of war, not those of peace, and returned to what seemed to many of them, for a time, the insupportable staleness and triviality of normal life at home.

They might consider those other millions who suffer the lifelong sickness of true alienation, the Balts, the Poles, the Spanish Republicans, the Cubans —the exiles of this tortured world, those who will never find home again, anywhere. Their spirits have been crushed; the spirits of the Peace Corpsmen have been enlarged, in spite of their "re-entry" strains. They should be grateful, not resentful; many are already, all will be in time.

Since "alienation" is now at its height of fashion, it might be worth pointing out that alienation cuts many ways. I know of young Africans who have spent a couple of years in this "trivial, materialistic and selfish" American bourgeois life, found it enriching and exciting and returned to their home villages—the kind of places many Peace Corpsmen found so fascinatingly "real"—and suffered profound "cultural shock" as they saw through new eyes the boredom, triviality, prejudice and crushing conformity of tribal life.

Those Peace Corpsmen now feeling sorry for themselves, and a good many sloppy and tiresome students parading around campuses "protesting" one aspect or another of American life might read Joyce Cary, an old Africa hand, on the subject of where, on this globe, true conformity exists, where the true deserts of the human spirit lie. They do not lie in the modern, middle-class societies.

All this the very young have to learn for themselves. When they do, alas, they are no longer young. The young know the creative fire, the old know how the creative fire should be used. A pity the urge and the wisdom can never be combined. A new world might be built. On the other hand, the world might be incinerated.

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Peace Corps Director Sargent Shriver engages a group of returned Volunteers in a discussion about the conference after the last meeting of the three-day event.

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